



Board of County Commissioners

Resolution No. 2026 – 116

Administrative Committee

**RESOLUTION ESTABLISHING AN INCENTIVE PROGRAM TO RECRUIT
AND RETAIN PRIMARY CARE PROVIDERS TO PRACTICE
AND RESIDE WITHIN THE COUNTY OF SALEM**

WHEREAS, the County of Salem was ranked as the least healthy county in New Jersey, placing it 21 out of 21, according to the Robert Wood Johnson Foundation; and

WHEREAS, the data depicts high rates of obesity, low rates of physical activity, and the trend of limited primary care physicians with almost 4,000 patients per doctor; and

WHEREAS, under New Jersey law Advanced Practice Providers (APPs) can act as primary care providers with primary care being defined as family practice, internal medicine, women's health – obstetrics and gynecology, pediatrics, and urgent care under the direction of a Primary Care Physician; and

WHEREAS, APPs under New Jersey law include Nurse Practitioners (NPs), Advanced Practice Nurses (APNs), Physician Assistants (PAs), and Certified Nurse-Midwives; and

WHEREAS, the National Institutes of Health confirms that primary care medical providers are critical in relieving the overburdened primary care physicians in rural America by filling critical gaps in areas with severe provider shortages, lowering healthcare costs, and reducing emergency room visits; and

WHEREAS, the Salem County Board of County Commissioners recognizes the need for additional primary care providers within the County of Salem and desires to relieve overburdened primary care physicians by increasing the number of APPS within the County of Salem, to provide accessible healthcare and promote wellness for all Salem County residents; and

WHEREAS, to do so, the Salem County Board of County Commissioners wishes to establish a recruitment and retention program whereby the County will provide a property tax reimbursement not to exceed \$6,000.00 per year for five (5) years to a maximum of five (5) qualifying APPS who will practice at least 50% of the time and reside full time in the County of Salem.

NOW, THEREFORE, BE IT RESOLVED that the Salem County Board of County Commissioners:

1. Hereby establishes an incentive program to recruit and retain primary care providers to practice and reside within the County of Salem; and
2. Said program which is not retroactive shall provide a property tax reimbursement to each qualifying primary care provider not to exceed \$6,000.00 per year for five (5) years; and
3. This incentive shall be offered up to a maximum of five (5) years for each primary care provider who have otherwise met the applicable criteria.

I hereby certify the foregoing to be a true resolution adopted by the Salem County Board of County Commissioners on March 4, 2026.


STACY L. PENNINGTON
Clerk of the Board

RECORD OF VOTE

COMMISSIONER	RESOLUTION MOVED	RESOLUTION SECOND	AYE	NAY	ABSTAIN	ABSENT
Deputy Director Taylor	✓		✓			
Commissioner Timmerman			✓			
Commissioner Collier						✓
Commissioner Ramsay		✓	✓			
Director Laury			✓			

✓ Indicates Vote

Department Initials _____